



GREENVILLE SENIOR HIGH ACADEMY OF LAW, FINANCE, AND BUSINESS

SCHOOL PORTFOLIO

(SCOPE 2018-2019 THROUGH 2022-2023)

UPDATE: 2018-2019

Jason Warren, Principal
1 Vardry Street
Greenville, South Carolina 29601
864-355-5500

Greenville County Schools
Dr. W. Burke Royster, Superintendent

SCHOOL RENEWAL PLAN COVER PAGE

SCHOOL: **Greenville Senior High Academy of Law, Finance, and Business**

SCHOOL RENEWAL PLAN FOR YEARS: **2018-19 through 2022-23 (five years)**

SCHOOL RENEWAL ANNUAL UPDATE FOR: **2019-2020 (one year)**

Required Signature Page

The school renewal plan, or annual update, includes elements required by the Early Childhood Development and Academic Assistance Act of 1993 (Act 135) (S.C. Code Ann. §59-139-10 et seq. (Supp. 2004)), the Education Accountability Act of 1998 (EAA) (S.C. Code Ann. §59-18-1300 et seq. (Supp. 2004)), and SBE Regulation 43-261. The signatures of the chairperson of the board of trustees, the superintendent, the principal, and the chairperson of the School Improvement Council, and the School Read to Succeed Literacy Leadership team lead are affirmation of active participation of key stakeholders and alignment with Act 135 and EAA requirements.

Assurances for the School Renewal Plans

The assurance pages following this page have been completed and the district superintendent's and school principal's signature below attests that the school/district complies with all applicable assurances requirements including ACT 135 assurance pages.

SUPERINTENDENT

Dr. W. Burke Royster		March 18, 2019
PRINTED NAME	SIGNATURE	DATE

PRINCIPAL

Mr. Jason Warren		
PRINTED NAME	SIGNATURE	DATE

CHAIRPERSON, BOARD OF TRUSTEES

Mr. Charles J. Saylor		
PRINTED NAME	SIGNATURE	DATE

CHAIRPERSON, SCHOOL IMPROVEMENT COUNCIL

Mr. KJ Jacobs		March 18, 2019
PRINTED NAME	SIGNATURE	DATE

SCHOOL READ TO SUCCEED LITERACY LEADERSHIP TEAM LEAD

Mr. James Sharpless		
PRINTED NAME	SIGNATURE	DATE

SCHOOL ADDRESS: **1Vardry Street, Greenville, SC 29601**

SCHOOL'S TELEPHONE: **864.355.5500**

PRINCIPAL'S E-MAIL ADDRESS: jwarren@greenville.k12.sc.us

STAKEHOLDER INVOLVEMENT FOR SCHOOL PLAN

List the name of persons who were involved in the development of the school renewal plan. A participant for each numbered category is required.

1. PRINCIPAL: Mr. Jason Warren
2. TEACHER: Ms. Kelly Weldy
3. PARENT/GUARDIAN: Ms. Kinja King
4. COMMUNITY MEMBER: Ms. Monica Barnett
5. PARAPROFESSIONAL:
6. SCHOOL IMPROVEMENT COUNCIL: Mr. KJ Jacobs, SIC Chair
7. READ TO SUCCEED READING COACH: Mrs. Blair Haag
8. SCHOOL READ TO SUCCEED LITERACY LEADERSHIP TEAM LEAD: Mr. James Sharpless
9. SCHOOL READ TO SUCCEED LITERACY LEADERSHIP TEAM MEMEBER: Mrs. Janet Allen

OTHERS (May include school board members, district or school administrators, students, PTO members, agency representatives, university partners, Head Start representatives, First Step representatives, etc.) **Must include the School Literacy Leadership Team for Read to Succeed

- ASSISTANT PRINCIPAL: Mr. James Sharpless
- INSTRUCTIONAL COACH: Mrs. Blair Haag
- MAGNET COORDINATOR: Mrs. Kathryn Rowan
- TEACHER: Ms. Latonia Jeffery
- GUIDANCE COUNSELOR: Mrs. Adelaide Fackler
- STUDENT: Mr. Justin Jones (12th)
- STUDENT: Ms. Lucy Cassels (11th)
- PARENT: Ms. Kinja King
- SCHOOL LITERACY LEADERSHIP TEAM: Mrs. Janet Allen, Mr. Bob Bouton, Ms. Amanda Catherman, Ms. Kennedy Kathleen Allen, Mr. David Slagle, Ms. Liz Stojetz, Ms. Rachel Stokes, Mr. Travis Waters and Mrs. Megan Whitworth

ASSURANCES FOR SCHOOL PLAN
(Mandated Component)

Act 135 Assurances

Assurances, checked by the principal, attest that the school complies with all applicable Act 135 requirements.

Early Childhood Development and Academic Assistance Act (Act 135) Assurances (S.C. Code Ann §59-139-10 <i>et seq.</i> (Supp. 2004))	
<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> N/A	Academic Assistance, PreK–3 The school makes special efforts to assist children in PreK–3 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).
<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A	Academic Assistance, Grades 4–12 The school makes special efforts to assist children in grades 4–12 who demonstrate a need for extra or alternative instructional attention (e.g., after-school homework help centers, individual tutoring, and group remediation).
<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A	Parent Involvement The school encourages and assists parents in becoming more involved in their children’s education. Some examples of parental involvement initiatives include making special efforts to meet with parents at times more convenient for them; providing parents with their child’s individual test results and an interpretation of the results; providing parents with information on the district’s curriculum and assessment program; providing frequent, two way communication between home and school; providing parents an opportunity to participate on decision making groups; designating space in schools for parents to access educational resource materials; including parent involvement expectations as part of the principal’s and superintendent’s evaluations; and providing parents with information pertaining to expectations held for them by the school system, such as ensuring attendance and punctuality of their children.
<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A	Staff Development The school provides staff development training for teachers and administrators in the teaching techniques and strategies needed to implement the school/district plan for the improvement of student academic performance. The staff development program reflects requirements of Act 135, the EAA, and the National Staff Development Council’s revised Standards for Staff Development.
<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A	Technology The school integrates technology into professional development, curriculum development, and classroom instruction to improve teaching and learning.
<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A	Innovation The school uses innovation funds for innovative activities to improve student learning and accelerate the performance of all students.
<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A	Collaboration The school (regardless of the grades served) collaborates with health and human services agencies (e.g., county health departments, social services departments, mental health departments, First Steps, and the family court system).

<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A	<p>Developmental Screening The school ensures that the young child receives all services necessary for growth and development. Instruments are used to assess physical, social, emotional, linguistic, and cognitive developmental levels. This program normally is appropriate at primary and elementary schools, although screening efforts could take place at any location.</p>
<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> N/A	<p>Half-Day Child Development The school provides half-day child development programs for four-year-olds (some districts fund full-day programs). The programs usually function at primary and elementary schools. However, they may be housed at locations with other grade levels or completely separate from schools.</p>
<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> N/A	<p>Developmentally Appropriate Curriculum for PreK–3 The school ensures that the scope and sequence of the curriculum for PreK–3 are appropriate for the maturation levels of students. Instructional practices accommodate individual differences in maturation level and take into account the student's social and cultural context.</p>
<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> N/A	<p>Parenting and Family Literacy The school provides a four component program that integrates all of the following activities: interactive literacy activities between parents and their children (Interactive Literacy Activities); training for parents regarding how to be the primary teachers for their children and how to be full partners in the education of their children (parenting skills for adults, parent education); parent literacy training that leads to economic self-sufficiency (adult education); and an age-appropriate education to prepare children for success in school and life experiences (early childhood education). Family Literacy is not grade specific, but is generally most appropriate for parents of children at the primary and elementary school levels and below as well as for secondary school students who are parents. Family Literacy program goals are to strengthen parental involvement in the learning process of preschool children ages birth through five years; to promote school readiness of preschool children; to offer parents special opportunities to improve their literacy skills and education; to provide parents a chance to recover from dropping out of school; and to identify potential developmental delays in preschool children by offering developmental screening.</p>
<input type="radio"/> Yes <input checked="" type="radio"/> No <input type="radio"/> N/A	<p>Recruitment The district makes special and intensive efforts to recruit and give priority to serving those parents or guardians of children, ages birth through five years, who are considered at-risk of school failure. "At-risk children are defined as those whose school readiness is jeopardized by any of, but not limited to, the following personal or family situation(s): parent without a high school graduation or equivalency, poverty, limited English proficiency, significant developmental delays, instability or inadequate basic capacity within the home and/or family, poor health (physical, mental, emotional) and/or child abuse and neglect.</p>
<input checked="" type="radio"/> Yes <input type="radio"/> No <input type="radio"/> N/A	<p>Coordination of Act 135 Initiatives with Other Federal, State, and District Programs The district ensures as much program effectiveness as possible by developing a district-wide/school-wide coordinated effort among all programs and funding. Act 135 initiatives are coordinated with programs such as Head Start, First Steps, Title I, and programs for students with disabilities.</p>

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INTRODUCTION

Greenville Senior High's school portfolio was developed to document the changes for a five-year period beginning with 2018-2019 and ending 2022-2023. The portfolio reflects the needs of the school as determined by its own self-reflection and needs assessment, but also the recommendations of district, state, regional and community entities. Specific stakeholders that provided vision and leadership during this process include the Leadership Team, the Administrative Team, SIC, PTSA, the Freshman Academy staff, department and course level teams, teachers and student organizations.

Three key areas of focus include:

- Emphasizing an improved graduation rate with instructional, truancy, and individualized strategies for students along with ACT and EOC preparation.
- Developing curriculum focused on the newly adopted Common Core standards
- Improving the effective use of technology in the classroom

Materials and resources on which this current Portfolio is based include the No Child Left Behind legislation, the SC Department of Education Strategic Plan, the State Technology Plan, the Greenville County Schools' Education Plan, the Ten Key Practices of High School That Work and EEDA 2005. Current research in the areas of best practices, effective use of technology in the classroom and the adoption of the Common Core standards provided the backbone for development of the professional development plan. In 2018-2019, the faculty and staff of Greenville High will focus on effective strategies to improve graduation rate and student expectations, the effective use of technology, and the implementation and development of Common Core standards across the curriculum.

EXECUTIVE SUMMARY

Greenville High Academy of Law, Finance, and Business has a proud tradition of excellence in academics, school spirit and athletics. We have a diverse student population with the heritage of four or more generations attending Greenville High School. The community is excited to accept the challenge of working with the students, parents and guardians, faculty and staff members and the Greenville community in meeting the challenges of public education in the 21st century. Our mission is to provide opportunities for students that will enable them to become productive citizens and lifelong learners. Our vision is that of a community working together to encourage and foster individual academic and personal achievement. Our belief is that each student can be successful. Greenville continues to advance the achievement of students in all instructional programs and encourages personal growth. We are proud of the following successes in our school programs:

Freshman Academy common planning provides teachers opportunities for continued collaboration, resulting in the continued decline of 9th grade failures. During the past ten years, the ninth grade retention has continued to decline from 32.5% to 5.31% in 2018.

Curriculum revision provides additional instruction time for students at-risk in English and math. Peer tutoring, extended day instruction, and the willingness of individual teachers to work with students on an as-needed basis insure that each individual has optimal opportunities for academic success.

Practice EOC tests were conducted in 2018- 2019 to target at-risk students. This process identified students and provided data for modified instruction in English and math classes and high stakes courses such as Biology and US History. In addition students were targeted for extra help in HSAP Math and English classes. The results hopefully will lead to gains in the first-time HSAP pass rate and an overall gain on End-of-Course tests in the same period of time.

Ninth grade at-risk students and EOC students receive additional remediation through the USA TestPrep program, an online researched based program.

The Career Development Facilitator (CDF) to the staff enables students to develop Individual Graduation Plans based on their specific academic needs and career choices. The CDF and counselors met with students and parents for the purpose of academic planning during the spring registration process.

Student computers are available for use in the Media Center, a Writing Lab, the Foreign Language Lab, four business classrooms, an engineering lab and six portable wireless labs. In addition an iPad mobile cart was added in 2012-2013. Two additional computer labs were

installed in April of 2012 to accommodate the growing finance and marketing portion of the magnet program. Chromebook carts have been added to enhance a personalized learning environment for all students.

Project Lead the Way (PLTW), implemented in 2006, continues to expand its offerings. In February 2009 the Greenville High program earned national certification. Students who successfully complete the year-long course (Principles of Engineering and/or Introduction to Engineering Design) and pass a national exam are eligible for college credit. In May 2009, forty Greenville High students earned college credit at Clemson University and the University of South Carolina. Based on the success of PLTW courses, a second-tier course, Digital Electronics (DE) was added for the 2010-2011 school year.

In August 2009 Greenville High officially became the Academy of Law, Finance, and Business. Extensive planning involving the faculty and staff, students, and the community during 2008-2009 led to the development of an enriched magnet program grounded in hands-on experiences, rigorous classroom instruction, and innovative teaching strategies. This program has grown from 125 magnet students in 2009 to 397 magnet students in 2018-2019. Greenville High has the highest number of magnet students at the high school level in the district with this total of 397. The first Mock Trial team participated in competition in 2010 and has continued to compete annually.

26 students were named as Palmetto Fellow Scholarship recipients for 2016-2017.

2 National Merritt Scholarship Semi-Finalist.

The Class of 2018 was awarded over \$13 million for scholarships.

GHS had 20 AP Scholars with Distinction, 18 AP Scholars with Honor, and 66 AP Scholars including 2 National AP Scholars.

Twenty-three varsity sports teams competed in 15 sports in South Carolina AAAA. Our 2018 overall athletic GPA was 4.131.

Although Greenville High School is successful in many areas of student achievement, we face the challenge of meeting the needs of a diverse student body. Our student population for 2018-2019 is 42.0% Caucasian, 28.9% African-American, and 24.7% Hispanic and 4.4% other. Most notable, however, is the decrease in the number of students eligible for free and reduced lunch—45.7%. Due to the demographics of our attendance area, we know that a good portion of our students enter school with skill levels below high school expectations. We continue to challenge ourselves to accelerate student performance and raise the expectations for rigor and success in all academic areas. Key areas identified for improvement include:

- Declining on-time graduation rates
- Failing to meet AYP in Math and English Language Arts, particularly the subgroups of African-American males, special education students and individuals eligible for free and reduced lunch
- Struggling readers in all grade levels and across all academic abilities.

Based on meetings with stakeholders, the following performance goals have been identified:

Goal Area: Student Achievement

- Increase the percentage of students who graduate on-time in four year.
- Increase the pass rate on End of Course tests.

Goal Area: Teacher/Administrative Quality

- Increase the number of teacher using data to drive classroom instruction.
- Increase the number of teachers using literacy and technology strategies in daily classroom instruction.

Goal Area: School Climate

- Decrease the number of referrals for tardies.
- Decrease the number of referrals for disrespect and disruptive behavior.

Some of our accomplishments include:

2012-2013

- Continuation of Magnet focus courses in Law, Finance, and Business with 81 Magnet Distinction Awards
- Continuation of Early College/Dual Credit with Greenville Technical School classes
- Benchmark testing with data for instructional decision-making in 9th and 10th grade core courses and all EOC classes
- Continuation of USA TestPrep math and English intervention program in the Freshman Academy, EOC and HSAP classes
- Freshman Academy common planning with teachers' opportunities for continued collaboration, resulting in the continued decrease of 9th grade failures
- Named as Top 1500 School by *Newsweek*
- 12 AP and 34 Honors classes
- Nationally certified and award-winning Project Lead the Way program and Robotics Team
- 17 students named as Palmetto Fellow Scholarship recipients for 2012-2013
- 7 South Carolina Academic Achievement Honors Awards recipients for 2012-2013
- Team and individual awards for State, Upper State, and Regional Champions in various sports including golf, football, basketball, baseball, swimming, and track
- 40 competitive athletic teams with overall 2013 athletic GPA 3.69
- Annual Business and Law Weeks with community speakers

2013-2014

- Palmetto Gold Award in Student Achievement for 2013-2014
- Achieved "Excellent" on Report Card
- Increased Early College and AP enrollment
- 40 competitive athletic teams with overall 2013 athletic GPA 3.72

- Greenville Senior High Academy is ranked 9th within South Carolina on US News/World Report
- Ranked in Top 200 magnet schools in U.S.
- Robotics Team 2014 State Champions
- 17 South Carolina Academic Achievement Honors Awards recipients for 2013-2014
- Continuation of USA TestPrep Math and English intervention program in the Freshman Academy, and EOC
- Benchmark testing with data for instructional decision-making in 9th and 10th grade core courses and all EOC classes
- Freshman Academy common planning with teachers' opportunities for continued collaboration, resulting in the continued decrease of 9th grade failures
- 11 AP and 34 Honors classes
- Nationally certified and award-winning Project Lead the Way program
- 19 students named as Palmetto Fellow Scholarship recipients for 2013-2014
- Team and individual awards for State, Upper State, and Regional Champions in various sports including golf, football, basketball, baseball, swimming, and track
- Annual Business and Law Weeks with community speakers
- Continuation of Magnet focus courses in Law, Finance, and Business with 81 Magnet Distinction Awards
- Continuation of Early College/Dual Credit with Greenville Technical School classes
- New for 2014-15, Accelerate Program for Engineering in partnership with the SC Governor's School, dual credit opportunities for qualifying students

2014-2015

- America's Most Challenging High School – *Washington Post*
- Greenville Senior High Academy is ranked within South Carolina on US News/World Report
- Ranked in Top 200 magnet schools in U.S.
- Robotics Team 2014 & 2015 State Champions
- 13 AP and 34 Honors classes
- Nationally certified and award-winning Project Lead the Way program
- Business, Law, and Finance community speakers
- Continuation of Magnet focus courses in Law, Finance, and Business with 70 Magnet Distinction Awards
- Continuation of Early College/Dual Credit with Greenville Technical School classes
- New for 2014-15, Accelerate Program for Engineering in partnership with the SC Governor's School. Dual credit opportunities for qualifying students
- Dual Credit Partnerships with Greenville Tech, University of South Carolina, SC Governor's School and Presbyterian College
- Tripled number of students who qualified for AP Distinction.
- 19 students named as Palmetto Fellow Scholarship recipients for 2014-2015
- Active Student Council – raised more than \$206,000 for Spirit Week

- Student-run Ground Floor Coffee Shop
- Outstanding Large Delegation Award of MUNCH XV
- Fully integrated partnerships with Street Law Inc., GE, McMillian Pazdan Smith, and Greenville Federal Credit Union
- 40 competitive athletic teams with overall athletic GPA 3.68
- Advanced technology to enhance a personalized learning environment for all students

2015-2016

- Increased Early College and AP enrollment
- America's Most Challenging High School – *Washington Post*
- Named Best High Schools – *Niche Report*
- 40 competitive athletic teams with overall 2016 athletic GPA 4.03
- Greenville Senior High Academy is ranked within South Carolina on US News/World Report
 - Ranked in Top 200 magnet schools in U.S.
- Robotics Team 3-Time State Champions
- Continuation of USA TestPrep Math and English intervention program in the Freshman Academy, and EOC
- Benchmark testing with data for instructional decision-making in 9th and 10th grade core courses and all EOC classes
- Freshman Academy common planning with teachers' opportunities for continued collaboration, resulting in the continued decrease of 9th grade failures
- 13 AP and 34 Honors classes
- Nationally certified and award-winning Project Lead the Way program
- 19 students named as Palmetto Fellow Scholarship recipients for 2014-2015
- Team and individual awards for State, Upper State, and Regional Champions in various sports including golf, football, basketball, baseball, swimming, and track
- Business, Law, and Finance community speakers
- Continuation of Magnet focus courses in Law, Finance, and Business with 70 Magnet Distinction Awards
- Continuation of Early College/Dual Credit with Greenville Technical School classes
- Accelerate Program for Engineering in partnership with the SC Governor's School. Dual credit opportunities for qualifying students
- Early College/Dual Credit with University of South Carolina
- Fully integrated partnerships with Street Law Inc., GE, McMillian Pazdan Smith and Greenville Federal Credit Union
- 2 National Merritt Scholarship Semi-Finalist

2016-2017

- Increased Early College and AP enrollment
- America's Most Challenging High School – *Washington Post*

- Named Best High Schools – *Niche Report*
- 40 competitive athletic teams with overall 2017 athletic GPA 4.09
- Greenville Senior High Academy is ranked within South Carolina on US News/World Report
 - Ranked in Top 200 magnet schools in U.S.
- Continuation of USA TestPrep Math and English intervention program in the Freshman Academy, and EOC
- Benchmark testing with data for instructional decision-making in 9th and 10th grade core courses and all EOC classes
- Freshman Academy common planning with teachers’ opportunities for continued collaboration, resulting in the continued decrease of 9th grade failures
- 14 AP and 34 Honors classes
- Nationally certified and award-winning Project Lead the Way program
- 22 students named as Palmetto Fellow Scholarship recipients for 2016-2017
- Team and individual awards for State, Upper State, and Regional Champions in various sports including golf, football, basketball, baseball, swimming, and track
- Business, Law, and Finance community speakers
- Continuation of Magnet focus courses in Law, Finance, and Business with 82 Magnet Distinction Awards
- Continuation of Early College/Dual Credit with Greenville Technical School classes
- Accelerate Program for Engineering in partnership with the SC Governor’s School. Dual credit opportunities for qualifying students
- Early College/Dual Credit with University of South Carolina
- Fully integrated partnerships with Street Law Inc., GE, McMillian Pazdan Smith and Greenville Federal Credit Union
- 2 National Merritt Scholarship Semi-Finalist

2016-2017

- Consistently Named to America’s Most Challenging High School – Washington Post
- Consistently Ranked in South Carolina on US News – One of America’s Best High Schools – US News
- Consistently Ranked in Top 200 Magnet schools – US News
- Largest Magnet Program in Greenville County
- Variety of AP and Honors offerings
- Nationally certified and award-winning Project Lead the Way program – One of first to offer Project Lead the Way Computer Science program
- Magnet focus courses of Law, Finance and Business with 98 Magnet Distinction Awards – 6-12 hours of Dual Credit available in each focus area
- 39 college credits offered
- Partnerships with Greenville Tech, University of South Carolina, SC Governor’s School and Presbyterian College to offer the most dual credit courses in the district
- Fully integrated partnerships with Street Law Inc., GE, McMillian Pazdan Smith, and Greenville Federal Credit Union

- 40 competitive athletic teams with overall athletic GPA 4.131
- Advanced technology to enhance a personalized learning environment
- 2 National Merritt Scholarship Semi-Finalist
- 26 students named as Palmetto Fellow Scholarship Recipients
- The Branch at Greenville High is a student-run credit union inside the school – partnered with Greenville Federal Credit Union, 1st of its kind in South Carolina
- Established small learning community using an inclusive Freshman Academy model – Freshman Academy small learning community

SCHOOL PROFILE

Greenville High School is an inner city school located a few blocks away from the downtown areas of the city of Greenville. Founded in 1776 as a trading center, Greenville was chartered as a city in 1869 and grew to become a leading textile and manufacturing area. Far-sighted leadership kept the city of Greenville viable by recruiting industry and corporate headquarters when retail businesses relocated in the 1950's and 1960's. Today, the city of Greenville is the center of business, entertainment, and culture in the county. A strong revitalization effort of the downtown area is in progress and making great strides.

Located in a picturesque setting near downtown, Greenville High School Academy of Law, Finance, and Business is rich in tradition. The Wall of Fame exhibits many plaques recognizing distinguished graduates dating back over a century. Our mission is to foster excellence by empowering students to become critical thinkers, productive citizens, and lifelong learners. Academically grounded and motivated for success, today's graduates are well prepared to enter the workforce or to attend the finest colleges and universities across the nation. Pride in the community and in its heritage permeates the school.

The school is composed of a heterogeneous group of students who function well together. The socioeconomic status within the attendance area varies from the most poverty stricken to the most affluent. While some students enter the halls with a strong academic background, others enroll with a skill level below high school expectations. The unique combination of these varied backgrounds provides a setting where students can develop skills for life as well as find a more complete perspective of the makeup of their society. Most importantly, students will experience academic opportunities with technological and curricular support for all programs.

Students who enroll in Greenville High School become ingrained in the continual building of character that has been the tradition for generations. The opportunity to be involved in a traditional high school with the many outlets for school and community involvement is an asset for our students. This will continue as it is a vital part of the educational process. Graduates will not only have an academic or career focus, but they will also have developed these character building skills to use throughout life.

The Greenville High community is proud of our history-rich campus and facilities. Our main building was first used in 1938. It has been modified and renovated over the past seven decades, but has still retained that Greenville High School spirit of quality academic endeavor that has marked out graduates from that time on. Greenville High School underwent an extensive renovation in 2006. We now have 81 state-of-the-art classrooms, a new classroom wing, and a new gym.

Greenville High School launched a new Magnet Academy of Law, Finance, and Business in 2009-2010. This unique specialized program (an extension of Greenville High's core academic program), with its learning-based activities, develops students' understanding of a wide variety of topics and issues. Highlights of the program include a rigorous and relevant curriculum, opportunities for job shadowing and real world experiences such as Mock Trial, Forensics and Virtual Enterprise.

LAW: Students who are interested in pursuing a career in the legal profession or in law enforcement will be engaged in stimulating challenging instruction that introduces them to topics in law, criminal justice, and public policy.

FINANCE: Students, who are interested in serving our community or managing their own personal finances, will be introduced to such topics as banking, securities, and financial planning. This will prepare them to compete in a changing specialized profession that is driving our global society.

BUSINESS: Students who are interested in understanding the sound decisions that must be made in the global context of business and its impact on society will be offered courses that apply to real world situations.

Jason Warren, principal leads an Administrative Team of four assistant principals, one instructional coach (IC) and one half-time career development facilitator (CDF). In addition to the Administrative Team, leadership structures include the School Leadership Team composed of the principal, the IC, and department chairs from all content areas, guidance and the media center and the School Improvement Council (SIC).

Greenville High has a staff of 83 educators. Fifty-one are female; 32 are male. Three teachers are National Board Certified. In 2018-19 there were 15 new teachers to GHS.

The staff includes five full-time counselors, one media specialist, and one technology integration specialist. The school district funds an Instructional Coach and a 0.5 Career Development Facilitator. The current staff includes both veteran teachers and those new to the teaching profession. Three are recognized as National Board Certified Teachers. The percent of teachers returning from the previous year was 81.92%. Part of the turnover is due to retirement and teacher relocation, the administration intends to do all that it can to support and encourage teachers to return.

The non-instructional staff members are an integral part of our team and are encouraged to attend school meetings and functions. Their work is critical to the safety and quality of our instructional program. Clerical personnel are district trained. Our data clerk is district trained, as are our nurse, who is fully licensed. Our resource officer is a Police Academy graduate. Also, on the staff are five special education aides, a plant manager, thirteen custodial workers, one NJROTC instructor, and a food service staff of eleven. Non-instructional personnel serve on our

School Improvement Council. They also meet with the faculty and the administrative team to express concerns, share insights, and help make decisions in areas in which they have expertise.

Table 1: School Enrollment by Grade Level

GRADE LEVEL	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
9 TH GRADE	419	420	402	413	433
10 TH GRADE	331	347	359	373	367
11 TH GRADE	339	302	319	321	312
12 TH GRADE	298	337	297	318	315
TOTALS	1387	1406	1377	1425	1427

Table 2: School Enrollment by Ethnicity (Percentages)

ETHNICITY	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
CAUCASIAN	43.13%	43.0%	44.3%	42.52%	42.0%
AFRICAN AMERICAN	38.15%	35.5%	32.4%	30.7%	28.9%
HISPANIC	16.01%	18.2%	19.4%	21.7%	24.7%
OTHER	2.17%	3.3%	3.9%	4.4%	4.4%

Table 3: School Enrollment by FARMS (Percentages)

YEAR	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
FARMS %	57%	51%	55.5%	52.5%	45.7%

Table 4: School Enrollment by Special Education (Percentages)

YEAR	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
SPECIAL EDUCATION %	11.5	15.2%	11.6%	11.1%	9.9%

The total number of students in Special Education has declined significantly. Students with disabilities other than speech decreased from 11.5% in 2014-2015 to 15.2% in 2015-2016 and decreased in 2016-2017 to 11.6% and decreased again in 2017-2018 to 11.1% and decreased again in 2018-2019 to 9.9%. This group continues to challenge the faculty and staff in terms of student achievement. Students with special needs are visible and included in all school activities and events. Because Greenville High is the inner-city hub for special education services and because of the excellent reputation of our program, many students are bussed to the school from outside of the attendance area. There are 7 special education teachers, three aides, and two itinerant specialists (vision and speech).

It is obvious from the above data that Greenville High School is an increasingly diverse population, reflecting its surrounding community. As we welcome the new to our community, we recognize many families who are second, third or even fourth generations at this school. We applaud this blend of old and new as we strive to meet the needs of each student.

MISSION, VISION AND BELIEFS

Mission Statement

Our mission is to foster excellence by empowering students to become critical thinkers, productive citizens, and lifelong learners.

Our Beliefs

All individuals can learn.

Education is a lifelong process.

Each student is a valued individual, with unique intellectual, physical, social, and emotional needs.

Quality teaching requires both love of students and content matter.

Clear goals and high expectations for student achievement according to state and Common Core standards should guide the development of the curriculum and the design of instructional strategies and learning activities.

All individuals have the right to be treated equally with dignity and respect.

All individuals have the right to a physically and emotionally safe learning environment.

Parents and guardians should be responsible and accountable for actively supporting the learning process.

Education is a total community effort involving home, school, and business.

Our Vision

- Students will actively engage in learning.
- Students will develop a lifelong love of learning.
- Students, faculty, and parents (or guardians) will share a sense of unity and mutual respect.
- Students will meet all educational expectations.
- Students, faculty, and parents (or guardians) will together develop and nurture extracurricular interests and involvement.
- Students, teachers, parents (or guardians), and community will contribute to create an atmosphere of quality learning and to instill a lifelong desire for learning.

Our Expectations

- Teachers will incorporate a variety of strategies and resources to insure a relevant, challenging, and engaging learning environment.
- Teachers will promote meaningful learning opportunities both in and beyond the classroom.
- Teachers will plan instructional activities based on best practices that are informative and inspiring.

Curriculum will be:

*rigorous and meaningful.
designed to meet the needs of each individual. standards-based.
reflective of high expectations.
driven by what is best for every student.*

Instruction will be:

*structured with both student and teacher-centered practices. well planned by highly
qualified teachers.
based on best practices.
engaging to motivate students.*

Assessment will be:

*varied and appropriate to the content and grade level. reflective of different learning
styles.
ongoing.
linked to standards.
formative and summative.
based on mastery of skills and concepts.*

The **learning environment** will be:

*safe, inviting and nurturing.
consistent and fair.
clean and comfortable.*

DATA ANALYSIS AND NEEDS ASSESSMENT

District Expectations

Greenville County Schools' expectations for student learning are outlined in the district's Strategic Education Plan for 2013-2018. *Charting a Steady Course for Excellence in Education* clearly reflects the measures outlined in federal and state plans. The goals identified for Greenville County Schools are:

1. Raise the academic challenge and performance of each student.
2. Ensure quality personnel in all positions.
3. Provide a school environment supportive of learning.
4. Effectively manage and further develop necessary financial resources.
5. Improve public understanding and support of public schools.

The School Board identified Goal 1 as the primary goal with Goals 2-5 as support goals. All five goals are fully developed in the district's Strategic Education Plan. That plan, available at the district web site, contains objectives, strategies and resources for effectively achieving each goal. Goals 1, 2, and 3 relate directly to Greenville High's Action Plan.

Local Expectations at Greenville High School

A study of expectations at Greenville High School begins by referencing the school mission statement: Our mission is to foster excellence by empowering students to become critical thinkers, productive citizens, and lifelong learners.

Our school in many ways is not one school but two. One group consists of the higher-level classes--honors and AP classes which represent 40 percent of our population. A diverse and adequate number of AP courses are offered at the school. The other includes the vast majority of grade repeaters, Exit Exam failures, and the high dropout rate. The Action Plan developed for 2018-2023 attempts to meet the needs of both groups in an effort to increase rigor, promote critical thinking, and increase student performance for all students.

STUDENT ACHIEVEMENT

Student Achievement

Data from the most recent School Report Card (2014) indicated Greenville Senior High School is effective in some areas and is still working to improve in others. Our overall ratings have been good, as shown in the chart below. We are very proud to reclaim the level of “Excellent” in 2013.

Table 1: School Report Card Ratings 2012-2018

YEAR	SCHOOL REPORT CARD RATING	FEDERAL ESEA WAVIER
2012	Good	78.8% (C)
2013	Excellent	58.6% (F)
2014	Excellent	87.4% (B)
2015	NA	NA
2016	NA	NA
2017	NA	NA
2018	Average (58)	NA

Greenville Senior High’s graduation rate has increased since 2012. In 2010 the on-time graduation rate was 70.8% and decreased in 2012 to 69.8%. Graduation rate has become a major focus for the school and any program we consider.

Table 2: Greenville Senior High School’s Graduation Rate

YEAR	GRADUATION RATE
2012	69.8%
2013	81.5%
2014	82.8%
2015	87.3%
2016	91.2%
2017	89.6%
2018	82.3%

End-of-Course tests, one of the indicators on the School Report Card, continue to be an area of emphasis. Greenville Senior High is attributed to an ongoing school wide initiative using data with classroom instruction aimed at specific skills areas, the use of online test prep programs (USA Test Prep), and study sessions prior to exam days. In addition, teachers in the English, Math, Science and Social Studies Freshmen Academy departments meet during the summer and continue to meet throughout the school year. Periodically throughout the school year, the district’s learning consultant for that content area meets to discuss Common Core expectations and strategies with the team. In addition, the purpose of these planning sessions is to continue the development of instructional strategies (best practices) aimed at increasing EOC scores.

Closer scrutiny of EOC scores indicate that the subgroups who are identified as at-risk are the same subgroups who fail to score at 70% or better on EOC: African-Americans, Hispanics, subsidized lunch students and students with disabilities.

Table 3: Greenville Senior High School EOC Test Results

EOC	2016 Pass Rate	2017 Pass Rate	2018 Pass Rate
Algebra 1	75%	73%	63.4%
Biology 1	77%	79%	73.9%
English 1	73%	75%	76.3%
US History	75%	73%	72.5%

SAT and ACT are two college entrance tests available to students interested in attending a four-year college or university. Therefore, success on these tests translates into improved opportunities for Greenville High students after high school. Continued efforts towards appropriate test selection and better preparation for these tests have led to steady numbers in average composite scores over the past five years.

Table 4: Greenville Senior High School SAT Test Results by Area

YEAR	CRITICAL READING	MATH	WRITING*	COMPOSITE SCORE*
2013	474	478	458	952
2014	491	482	465	973
2015	470	460	450	930
2016	496	484	475	980
2017	556	529	Reading	1086
2018	541	519	Reading	1059

The ACT and ACT WorkKeys is the state testing program (2015), given to grade 11 students are defined as students in the third year of high school after their initial enrollment in the ninth grade.

Table 5: Greenville Senior High School ACT Average Grade Distribution

AVERAGE SCORE	ENGLISH	MATH	READING	SCIENCE	COMPOSITE
2013	20.5%	21.2%	21.9%	20.8%	21.2%
2014	21.4%	21.5%	22.7%	21.5%	21.9%
2015	18.1%	19.1%	19.4%	20.1%	19.3%
2016	17.7%	19.2%	19.2%	19.5%	19.1%
2017	16.8%	18.4%	18.7%	18.6%	18.3%
2018	17.6%	18.6%	19.3%	18.8%	18.7%

Table 6: Greenville Senior High School WorkKeys – National Career Readiness Certificate

Percentage of Students	BRONZE	SILVER	GOLD	PLATINUM	TOTAL
2015	21.9%	40.0%	28.8%	0.6%	91.3%
2016	21.9%	46.5%	19.4%	4.2%	92.0%
2017	20.1%	47.7%	15.8%	.3	83.9%
2018	19.7%	53.8%	7.4%	3.1%	84%

Table 7: Greenville Senior High School WorkKeys – Applied Mathematics

Percentage of Students	LESS 3	3	4	5	6	7
2015	5.9%	20.6%	17.5%	24.7%	20.3%	10.9%
2016	10.6%	14.5%	17.1%	28.1%	23.9%	5.8%
2017	9.4%	17.9%	19.5%	28.6%	16.7%	7.9%
2018	7.7%	16.0%	15.1%	22.8%	33.8%	4.6%

Table 8: Greenville Senior High School WorkKeys – Locating Information

Percentage of Students	LESS 3	3	4	5	6	7
2015	3.8%	10.0%	53.4%	32.2%	0.6%	NA
2016	7.1%	15.2%	52.6%	25.2%	0	NA
2017	12.8%	14.3%	55.3%	17.3%	.3%	NA
2018	5.8%	19.7%	61.8%	7.1%	5.5%	NA

Table 9: Greenville Senior High School WorkKeys – Reading for Information

Percentage of Students	LESS 3	3	4	5	6	7
2015	3.1%	3.1%	28.8%	35.6%	22.8%	6.6%
2016	4.5%	3.5%	21.9%	46.5%	19.4%	4.2%
2017	4.6%	6.1%	25.2%	38.9%	20.7%	4.6%
2018	10.2%	4.6%	41.2%	29.5%	9.5%	4.9%

Student achievement in Advanced Placement courses (AP) provides an indication of course rigor and student ability to meet such rigorous expectations. Performance in AP classes indicates readiness for post-secondary work. The percent of students scoring three or higher on AP exams remains steady. A major concern continues to be the small number of minority students enrolled in AP courses. Efforts have been made to address this trend. Beginning in 9th grade, teachers will work more closely with counselors and the career development specialist in an effort to align student achievement with academic goal setting. This includes insuring that all students experience academic rigor from the onset of their high school careers through 12th grade.

Table 10: Advanced Placement – Number of Exams Given

AP COURSE	2013	2014	2015	2016	2017	2018
BIOLOGY	27	25	21	47	51	104
CALCULUS	36	36	30	68	31	31
CHEMISTRY	14	19	28	23	34	27
ENGLISH LANGUAGE	56	66	138	50	60	88
ENGLISH LITERATURE				187	89	115
ENVIRONMENTAL SCIENCE				27	61	60
EUROPEAN HISTORY	60	91	48	68	54	100
HUMAN GEOGRAPHY	92	92	133	94	152	156
MACROECONOMICS	27	15	22	25	31	23
PHYSICS	10	13	38	15	12	24
STATISTICS	35	47	66	63	41	29
US GOVERNMENT & POLITICS	30	30	27	25	28	29
US HISTORY	58	76	81	82	46	86
# OF EXAM GIVEN	445	510	632	774	696	872

Teacher and Administrator Quality

In order to assess the quality of education in our school and to determine the strengths and weaknesses of that education, Greenville Senior High conducts a survey of teachers, parents, and students in the spring of each year. Surveys were administered to eleventh grade students and to teachers, and surveys were sent home to parents of eleventh-graders. Participation was limited with student populations, and as is common at the high school level, it was very limited with parents. We need to incorporate some incentives to get students and parents to complete the overly long and redundant survey that is paper based. These survey results are from the spring 2018 administration.

Table 11: Greenville Senior High Survey

Criterion	Teachers	Students	Parents
Percent satisfied with learning environment	86.8	81.1	85.7
Percent satisfied with social and physical environment	90.7	80.2	84.7
Percent satisfied with school-home relations	90.8	88.4	92.3

Results from the survey were informative and encouraging. While few of the indicators were identified as “highly functional”, several areas were seen as “emerging” (evidence indicates early or preliminary stages of implementation) or “operational” (evidence indicates that practices are actively implemented). The majority of teachers agree that the curriculum is standards-based, that common syllabi include clear expectations and guidelines for students, and that systems are in place to effectively support ninth grade students in their transition to high school

Common planning time is a must if effective instruction is the expectation. For four years, common planning has been scheduled for Freshman Academy teachers. This group and grade level groups meet weekly for the purpose of sharing ideas, developing common assessments and

lessons, and analyzing student work. Social Studies teachers meet as a department monthly for the same purpose with emphasis being placed on high stakes courses such as US History.

School Climate

The survey of 2018 did reveal some areas of limited effectiveness that need improvement. One of those areas was home-school relations, which received mixed ratings. Students and teachers felt a sense of satisfaction with home-school relationships, but parents tended to be less satisfied; only 92.3% of the parents agreed that these relations were satisfactory. A second area for improvement revealed by the survey was in the area of student behavior. Unacceptable behavior is a factor in all large groups of adolescents and must be addressed. The discrepancy in student and teacher perceptions of what is acceptable may reflect the diverse student population at Greenville High, which includes a large percentage of both high-achievers and at-risk students in the same student body. As new academic programs and extensive tutoring programs are being developed and implemented at Greenville High to increase the motivation of all students and to ensure the success of failing ninth and tenth graders, faculty, staff and parents may have opportunities to affect change in behaviors also.

Creating a climate of high academic expectations involves building a community-wide expectation of mutual respect among all stakeholders as well as pride in the campus environment. In response to concerns about issues such as the number of discipline referrals, increasing diversity in the student body make-up, and litter around campus SIC was prompted to form a subcommittee to address these areas. Efforts to-date focus on engaging students and adults in dialogues aimed at ways in which to incorporate the Red Raider Spirit into everyday activities in the classroom, on campus grounds and at school-sponsored events. In March 2011, over 400 Greenville students and 60 community leaders and teachers participated in the 2nd Challenge Days held at the West End Community Development Center. Students focused on team-building activities designed to overcome fears and pre-conceived notions; then attention was turned to developing long-term solutions for the GHS community. It is the hope of SIC and the faculty and staff that this work has continued and will be at the forefront of initiatives in upcoming years. Action steps to consider include:

- Creating a student forum.
- Developing a campus litter program in conjunction with a service learning project.
- Continuing dialogue among various student groups during the school day.
- Sponsoring professional development programs and speakers focused on diversity and working with multicultural populations.

Professional Development 2017-2018

Background/rationale:

In Results Now, Mike Schmoker argues persuasively that “unprecedented improvements” can occur in teaching and learning when leadership can be redefined on the basis of teams of teachers, administrators, support personnel and community members coming together to form professional learning communities (PLCs). The focus of learning communities is a desire to continuously seek and share learning in the form of current research and best practices which

can then be acted upon in the school environment. The goal of PLCs is to enhance effectiveness as professionals so that students benefit. This arrangement has also been termed communities of continuous inquiry and improvement. Lucianne Carmichael stated, "Teachers are the first learners." Through their participation in a professional learning community, teachers become more effective, and student outcomes increase - a goal upon which we can all agree." (Carmichael, L. 1982, October. Leaders as learners: A possible dream. Educational Leadership, 40(1), 58-59.)

PLCs are characterized as follows:

supportive and shared leadership,
collective creativity,
shared values and vision,
supportive conditions, and
shared personal practice.

The Greenville High faculty and administration adopted school-wide goals and objectives during the 2009 – 2010 and has continued this initiative through the current school year. The overarching goal is for all students to graduate in four years. This is supported by the following objectives: increase pass rate on EOCE (Algebra 1, English 1, US History, Biology); increase rigor and relevance in all courses by providing focused professional development.

Initiatives focused on achieving these objectives for 2018-2019 include:

EOC Initiative
Authentic literacy across the curriculum
Increased use of effective technology strategies

The current model for professional development offers teachers a variety of sessions through the district and school setting. Professional development at the school level is presented in a wide variety of formats, such as before school, after school, during planning periods and virtually. Thus far, experiences have been limited to developing technology proficiency, while preparing for the 1:1 incentive. Greenville High will focus each month on a new Google Apps for Education tool. To implement new practices and to provide sustaining support or allowing for reflective practices, professional development sessions have provided teachers with active and engaging strategies that will promote effective teaching.

Additionally, days designated by GCSD for Professional Development are scheduled into the calendar early in the year. These days occur at the onset of the school year when teachers are busy getting their classrooms ready for students, at the end of grading periods or the last few days of school when teachers are finalizing grades, cleaning rooms and mentally checking out for the summer. We have moved to the next level—to make professional development more readily accessible, more relevant to practice and more embedded into the craft of teaching. We are closing the gap between what we know and what we do in each and every classroom at Greenville High. As Mike Schmoker states, "Any faculty could improve performance tomorrow if they never attended another professional development." The key is small professional learning

communities—core departments, the Freshman Academy team, the department chairs, the leadership team, the SIC— focused on continuous improvement in instructional practices which impact student achievement.

GHS PLCs will:

- analyze and disaggregate data,
- research and discuss strategies for improving student achievement by focusing on reading, writing and vocabulary development in content areas,
- develop and critically review common assessments,
- develop and reflect upon best practices for engaging students
- develop instructional strategies geared toward Common Core standards.

Our guiding principles within each PLC will be as follows:

- We accept learning as the fundamental purpose of our school and we are willing to examine all of our teaching practices in terms of their impact on learning.
- We are committed to working together to achieve our goal.
- We will assess our effectiveness bases on results rather than intentions.

Three critical questions serve as the foundation for our planning:

- What do we expect students to learn?
- How will we know students have learned?
- How will we respond when students have difficulty learning?

Implementation Plan 2018-2019:

Our goal: All students will graduate in four years.

Action Steps:

- Increase student performance in English Language Arts (EOCE, grade level coursework, literacy skills);
- Increase student performance in Mathematics (EOCE, grade level coursework, literacy in math skills);
- Develop a Code of Conduct which promotes lifelong learning and values diversity.

Focal areas:

- Continuous professional development focused on best practices including:
- literacy across the curriculum (critical reading, discussion, writing),
- critical thinking and problem solving,
- assessment based on standards.

Timeline for 2018-2019

August 2018

- Department Days focused on identifying power standards, developing curriculum maps, course matrices and common syllabi, and initiating development of common assessments for core courses
- New Teacher Orientation
- PowerTeacher Training
- Rubicon Curriculum and Unit Plan Training
- Personalized Learning – Google Apps for Education

First Semester/September 2018

- Freshman Academy PLC identifies students at-risk and strategies to address their needs.
- English PLC and math PLC identify students at-risk and strategies to address their needs.
- Department PLCs identify students at-risk and strategies to address their needs.
- Freshman Academy, English and Math PLCs analyze data for 9th grade during common planning; adjust instruction based on assessed needs
- English and Math PLCs analyze HSAP data for 10th grade and repeat test-takers during common planning; adjust instruction based on assessed needs
- Science and Social Studies meet monthly to review goals
- Training: PowerTeacher, PAS-T Evaluation Process, PAS-T Goal Setting Conferences, Teacher Web Pages, Rubicon Curriculum Training
- Personalized Learning – Google Apps for Education

October 2018

- Freshman Academy PLC continues strategies to address student needs.
- English PLC and math Department PLCs continue strategies to address student achievement and needs.
- All departments analyze first nine weeks grades and adjust instruction accordingly
- Teachers examined student achievement data such as benchmark scores and current grade distributions to adjust instructional strategies
- Technology Training through monthly professional development
- School Professional Development: Common Core Literacy Design Collaborative Template Tasks – Scaffolding Writing
- School Professional Development – Learning Focus Best Practices
- District Common Core Implementation Secondary meetings
- District Common Core Implementation Secondary meetings
- Personalized Learning – Google Apps for Education

November 2018

- Freshman Academy PLC continues strategies to address student needs.
- English PLC and math Department PLCs continue strategies to address student achievement and needs.

- Science PLC and Social Studies PLC meet monthly to review goals; implement literacy strategies in classroom instruction
- Technology Training through monthly professional development
- Training: PowerTeacher, PAS-T Evaluation Process, PAS-T Goal Setting
- School Professional Development – Common Core LDC Module Writing
- District Common Core Implementation Secondary Meetings
- Personalized Learning – Google Apps for Education

December 2018

- Freshman Academy PLC continues strategies to address student needs.
- English PLC and math Department PLCs continue strategies to address student achievement and needs.
- Science PLC and Social Studies PLC meet monthly to review goals; implement literacy strategies in classroom instruction
- Technology Training through monthly professional development District
- Common Core Implementation Secondary Meetings
- Personalized Learning – Google Apps for Education

January 2019

- Freshman Academy PLC continues strategies to address student needs.
- English PLC and math Department PLCs continue strategies to address student achievement and needs.
- Science PLC and Social Studies PLC meet monthly to review goals; implement literacy strategies in classroom instruction
- All departments analyze first semester grades and adjust instruction accordingly.
- Department chairs meet to review progress, adjust and revise goals as needed for second semester
- CRT meets with administration to review and revise PD Plan for 2nd Semester.
- Technology Training –during monthly professional development
- District Common Core Implementation Secondary Meetings
- Personalized Learning – Google Apps for Education

Second Semester/February 2019

- Freshman Academy PLC continues strategies to address student needs.
- English PLC and math Department PLCs continue strategies to address student achievement and needs...
- Science PLC and Social Studies PLC meet monthly to review goals; implement literacy strategies in classroom instruction All departments review and revise plans for HSAP, EOC, AP prep
- Technology Training during monthly professional development
- District Common Core Implementation Secondary Meetings
- Personalized Learning – Google Apps for Education

March 2019

- Freshman Academy PLC continues strategies to address student needs.
- English PLC and math Department PLCs continue strategies to address student achievement and needs.
- Science PLC and Social Studies PLC meet monthly to review goals; implement literacy strategies in classroom instruction
- All departments analyze third nine weeks grades and adjust instruction accordingly
- District Common Core Implementation Secondary Meetings
- Common Core Assessment Research and Writing Strategies
- Personalized Learning – Google Apps for Education

April 2019

- Freshman Academy PLC continues strategies to address student needs
- English PLC and math Department PLCs continue strategies to address student achievement and needs.
- Science PLC and Social Studies PLC meet monthly to review goals; implement literacy strategies in classroom instruction
- District Common Core Implementation Secondary Meetings
- Technology Training through monthly professional meeting
- Personalized Learning – Google Apps for Education

May 2019

- Freshman Academy PLC continues strategies to address student needs.
- English PLC and math Department PLCs continue strategies to address student
- Science PLC and Social Studies PLC meet monthly to review goals; implement literacy strategies in classroom instruction
- All departments analyze second semester grades and adjust instruction accordingly.
- Personalized Learning – Google Apps for Education

Greenville Senior High Academy of Law, Finance and Business
School Portfolio

PROFESSIONAL DEVELOPMENT

ADVANCED ACCREDITATION STANDARD 3: TEACHING AND LEARNING

A school is successful in meeting this standard when it implements a curriculum based on clear and measurable expectations for student learning that provides opportunities for all students to acquire requisite knowledge, skills, and attitudes. Teachers use proven instructional practices that actively engage students in the learning process. Teachers provide opportunities for students to apply their knowledge and skills to real world situations. Teachers give students feedback to improve their performance.

ADVANCED ACCREDITATION STANDARD 4: DOCUMENTING AND USING RESULTS

A school is successful in meeting this standard when it uses a comprehensive assessment system based on clearly defined performance measures. The system is used to assess student performance on expectations for student learning, evaluate the effectiveness of curriculum and instruction, and determine interventions to improve student performance. The assessment system yields timely and accurate information that is meaningful and useful to school leaders, teachers, and other stakeholders in understanding student performance, school effectiveness, and the results of improvement effort.

GREENVILLE COUNTY SCHOOL DISTRICT PROFESSIONAL DEVELOPMENT REQUIREMENT

- All teachers must participate in a minimum of 24 hours of professional development (PD) during each school year.
- At least 12 of these 24 hours will be offered by the school/principal.

PROFESSIONAL DEVELOPMENT EXCHANGE DAY(S)

- Teachers may earn 1 or 2 days off for PD received during “off contract” time from the day after school’s out in 1 year until the day school’s out the next year.
- “Off contract” time includes weekend, holiday, after school, and summer hours that are outside of the teacher’s regularly scheduled working hours.
- Hours used toward a day off can’t have been used to gain in-service credit for certificate renewal, college course credit, or a stipend. They can be part of the district yearly-required 24 hours.
- 7 hours of professional development may be exchanged for one day off.
- Days off must be taken on predetermined PD exchange days on the district calendar and be approved in advance by Mr. Warren.

STATE CERTIFICATE RENEWAL GUIDELINES

- New teachers with a SC Initial Certificate aren’t eligible to accrue renewal credit points toward certificate renewal until they have a SC Professional Certificate.
- Teachers with a SC Professional Certificate with less than a Masters degree must earn at least one 3-hour graduate level course from an accredited college or university and 60 renewal points or an additional 3-hour graduate course within a five-year validity period to renew their state Professional Certificate.
- Teachers with a SC Professional Certificate with a Masters degree or higher must earn 120 renewal credit pts, 6 college credit hours, or 60 renewal credit pts. & 3 college credit hours in a 5 year validity period to renew their certificate.

DEPARTMENT PROFESSIONAL DEVELOPMENT: *(TOPICS AND DATES SCHEDULED AS NEEDED)*

- Each teacher will be required to attend the session during an assigned department professional development.
- Attendance will be taken at each session and will be recorded on the Portal with recertification points.

AFTER SCHOOL MEETINGS AND PROFESSIONAL DEVELOPMENT: *(SCHEDULE ADAPTED AS NEEDED)*

1st Wednesday, 4:00—5:00: Department Head Meetings

2nd Wednesday, 4:00—5:00: Department Meetings

3rd Wednesday, 4:00-5:00: Faculty Meeting

4th Wednesday, 4:00—5:00: Professional Development

FRESHMAN ACADEMY PROFESSIONAL DEVELOPMENT:

Bi-Weekly Thursdays, 5th Period Planning: Freshman Academy

- Each Freshman Academy teacher will be required to attend the sessions.
- Attendance will be taken at each session and will be recorded on the Portal with recertification points.

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
AUGUST								
CTE Welcome Back	Kelly Sanderson & Kathleen Kennedy	CTE Department met to discuss updates on professional development and MasteryConnect.	8/2/18	8:00am - 11:00am	4	4	CTE Teachers	Teacher Quality, School Climate & Student Achievement
New Teacher Meeting/ Orientation	Blair Haag & Jason Warren	Orientation for new teachers.	8/7/18	11:00am - 2:00pm	0	0	New Teachers	Teacher Quality
NCAA Eligibility	David Crane	Participants will learn the basics of NCAA Eligibility. Examples include: Division 1 Academic Requirements, Division 2 Academic Requirements and Core Course GPA Examples using Transcripts.	8/9/18	2:00pm- 5:00pm	3	3	Athletics and Guidance	School Climate & Student Achievement
Freshman Academy Retreat	Jacob Tuttle	Freshman Academy teachers will participate in a two-day retreat/ planning session for the 2018-2019 school year.	8/9/18- 8/10/18	9:00am - 4:00pm	14	14	Freshman Academy	Teacher Quality, School Climate & Student Achievement

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
Learning Targets	Blair Haag	Teachers will learn how to develop and use learning targets in their curriculum. The learning targets will help focus lessons on student engagement.	8/13/18	1:00pm-2:00pm	1	0	Faculty	Teacher Quality, School Climate & Student Achievement
Faculty Mini-Session	Administrative Team	Faculty will learn how to implement classroom management, procedural assessment, and other skills for a successful year. (IMS, Safety, PAS-T & PowerTeacher)	8/13/18 – 8/24/18	Individual Time	0	0	Faculty	Teacher Quality & School Climate
Student Engagement	Blair Haag	Teachers will look at various strategies to promote student engagement.	8/14/18	1:00pm-2:00pm	1	0	Faculty	Teacher Quality, School Climate & Student Achievement
Vertical Teaming in English	Rachel Stokes	Participants will focus on writing skills necessary for student success at any level so that we can better align our writing assessments and grade-level expectations toward high-stakes text-based analysis and argument.	8/15/18	9:00am-12:00pm	3	0	English Teachers	Teacher Quality, School Climate & Student Achievement
New Google Sites	Allison Barton	Teachers will learn how to use the NEW GOOGLE SITES; creating pages, the different page types and their uses, how to edit their site quickly, add navigation bars, and how to include hyperlinks from other websites, pages on their site, and documents.	8/16/18	Various Times	1	0	Faculty	Teacher Quality (Tech Plan)

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
Raider Roles & Responsibilities - New Teacher Meetings	Blair Haag	Throughout the year there will be several roundtable meetings as a support system for new teachers at Greenville High School. Each meeting will cover a new topic that is beneficial to the teacher learning new roles and responsibilities as a Raider.	8/28/18	8:00am - 9:00am	1	1	New Teachers	Teacher Quality
SEPTEMBER								
Tinkering with Technology – Student Engagement	Allison Barton	Teachers will explore a new technology tool to integrate in their classroom each month. Each class will be individualized; however, concepts will build upon each other. Teachers will be required to showcase their technology tool each month.	9/1/18	Entire Month	5	5	Faculty	Teacher Quality (Tech Plan)
Read – Student Engagement	Blair Haag	Teachers will read an article based on student engagement and answer a series of questions in a Google Doc. This article will provide teachers with a solid progression of how to support student engagement.	9/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
Learning Labs – Student Engagement	Blair Haag	Learning Labs provide an in-depth view of various lessons in action at Greenville High School using student engagement activities. During learning labs, teachers will observe a colleagues’ classroom in action, complete the Google Doc about what they saw, wondered, and next steps for instruction in your classroom.	9/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Watch – Student Engagement	Blair Haag	Teachers will watch a video based on student engagement and answer a series of questions in a Google Doc. The video will provide teachers with a solid progression of how to support student engagement.	9/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Think Pair Share – Student Engagement	Blair Haag	Teachers will select a teacher partner to ask a series of questions in a Google Doc. The conversation will support engagement.	9/1/18	Entire Month	3	3	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Revamp – Student Engagement	Blair Haag	Teachers will improve a lesson plan or activity to create a meaningful and engaging learning experience for your students. Teachers will explain which strategies did you replaced and why.	9/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
Padlet – Student Engagement	Blair Haag	The padlet is designed for GHS teachers to collaborate innovative ideas for student engagement.	9/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Learning Lunches – Student Engagement	Blair Haag	A teacher-led technology PD during both lunch shifts in the Media Center.	9/5/18	Lunch Shift	1	0	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Naviance	Rachel Taylor	Teachers will learn to upload recommendation letters and complete the Common App teacher evaluation form through Naviance.	9/10/18	Lunch Shift	1	0	Faculty	Teacher Quality, School Climate & Student Achievement
Chit Chat – Student Engagement	Blair Haag	Faculty Teacher Quality, School Climate & Student Achievement	9/19/18	8:00am-9:00am	1	1	Faculty	Teacher Quality, School Climate & Student Achievement
Raider Roles & Responsibilities - New Teacher Meetings	Blair Haag	Setting SMART goals/SLO	9/25/18	8:00am - 9:00am	1	1	New Teachers	Teacher Quality
OCTOBER								
Tinkering with Technology – Learning Targets	Allison Barton	Teachers will explore a new technology tool to integrate in their classroom each month. Each class will be individualized; however, concepts will build upon each other. Teachers will be required to showcase their technology tool each month.	10/1/18	Entire Month	5	5	Faculty	Teacher Quality (Tech Plan)

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
Read – Learning Targets	Blair Haag	Teachers will read an article based on student engagement and answer a series of questions in a Google Doc. This article will provide teachers with a solid progression of how to support student engagement.	10/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Learning Labs – Learning Targets	Blair Haag	Learning Labs provide an in-depth view of various lessons in action at Greenville High School using student engagement activities. During learning labs, teachers will observe a colleagues’ classroom in action, complete the Google Doc about what they saw, wondered, and next steps for instruction in your classroom.	10/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Watch – Learning Targets	Blair Haag	Teachers will watch a video based on student engagement and answer a series of questions in a Google Doc. The video will provide teachers with a solid progression of how to support student engagement.	10/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
Think Pair Share – Learning Targets	Blair Haag	Teachers will select a teacher partner to ask a series of questions in a Google Doc. The conversation will support engagement.	10/1/18	Entire Month	3	3	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Revamp – Learning Targets	Blair Haag	Teachers will improve a lesson plan or activity to create a meaningful and engaging learning experience for your students. Teachers will explain which strategies did you replaced and why.	10/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Padlet – Learning Targets	Blair Haag	The padlet is designed for GHS teachers to collaborate innovative ideas for student engagement.	10/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Learning Lunches – Learning Targets	Blair Haag	A teacher-led technology PD during both lunch shifts in the Media Center.	10/4/18	Lunch Shift	1	0	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Chit Chat – Learning Targets	Blair Haag	Faculty Teacher Quality, School Climate & Student Achievement	10/17/18	8:00am-9:00am	1	1	Faculty	Teacher Quality, School Climate & Student Achievement
Raider Roles & Responsibilities - New Teacher Meetings	Blair Haag	Instructional Planning and Delivery	10/30/18	8:00am - 9:00am	1	1	New Teachers	Teacher Quality
NOVEMBER								

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
Tinkering with Technology – Learning Labs	Allison Barton	Teachers will explore a new technology tool to integrate in their classroom each month. Each class will be individualized; however, concepts will build upon each other. Teachers will be required to showcase their technology tool each month.	11/1/18	Entire Month	5	5	Faculty	Teacher Quality (Tech Plan)
Learning Labs – Learning Targets	Blair Haag	Learning Labs provide an in-depth view of various lessons in action at Greenville High School using student engagement activities. During learning labs, teachers will observe a colleagues’ classroom in action, complete the Google Doc about what they saw, wondered, and next steps for instruction in your classroom.	11/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
World Languages @ GHS	Lindsey Beam	Teachers in the World Language Department will learn new innovative strategies.	11/1/18	4:00pm-5:00pm	1	1	World Language Teachers	Teacher Quality (Tech Plan)
Social Studies @ GHS	Shelley Smith	Teachers in the Social Studies Department will learn new innovative activating strategies.	11/2/18	4:00pm-5:00pm	1	1	Social Studies Teachers	Teacher Quality (Tech Plan)
English @ GHS	Shayla Read	Teachers will participate in a writing professional development. Teachers will use their assessments to improve the student’s writing skills.	11/27/18	Planning Periods	1	1	English Teachers	Teacher Quality (Tech Plan)

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
DECEMBER								
Tinkering with Technology – Learning Labs	Allison Barton	Teachers will explore a new technology tool to integrate in their classroom each month. Each class will be individualized; however, concepts will build upon each other. Teachers will be required to showcase their technology tool each month.	12/1/18	Entire Month	5	5	Faculty	Teacher Quality (Tech Plan)
Learning Labs – Learning Targets	Blair Haag	Learning Labs provide an in-depth view of various lessons in action at Greenville High School using student engagement activities. During learning labs, teachers will observe a colleagues’ classroom in action, complete the Google Doc about what they saw, wondered, and next steps for instruction in your classroom.	12/1/18	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Raider Roles & Responsibilities - New Teacher Meetings	Blair Haag	Assessments	12/4/18	8:00am - 9:00am	1	1	New Teachers	Teacher Quality
Windows 10 @ GHS	Allison Barton	Teachers will explore the tools and features of Windows 10.	12/4/18	Planning Periods	1	0	Faculty	Teacher Quality (Tech Plan)
JANUARY								

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
Learning Labs – Learning Targets	Blair Haag	Learning Labs provide an in-depth view of various lessons in action at Greenville High School using student engagement activities. During learning labs, teachers will observe a colleagues’ classroom in action, complete the Google Doc about what they saw, wondered, and next steps for instruction in your classroom.	1/1/19	Entire Month	1	1	Faculty	Teacher Quality, School Climate & Student Achievement (Tech Plan)
Science Probes	Russ Bunce	Teachers will learn all about science probe ware and applications for their various classrooms.	12/3/2019	4:00pm-5:00pm	1	1	Science Teachers	Teacher Quality (Tech Plan)
Raider Roles & Responsibilities - New Teacher Meetings	Blair Haag	Learning Environment	1/29/19	8:00am - 9:00am	1	1	New Teachers	Teacher Quality
FEBRUARY								
Math Department	Linda Haynes		2/8/19	4:00pm-5:00pm	1	1	Math Teachers	Teacher Quality
Google Classroom Update	Allison Barton	Teachers will explore Google Classroom to integrate in their classroom. Each class will be individualized; however, concepts will build upon each other. Teachers will be required to showcase their knowledge of Google Classroom.	2/14/19	Planning Periods	1	0	Faculty	Teacher Quality (Tech Plan)

<u>TITLE</u>	<u>PRESENTER(S) OR PERSON(S) RESPONSIBLE</u>	<u>DESCRIPTION</u>	<u>DATE</u>	<u>TIME</u>	<u>INSERVICE POINTS</u>	<u>EXCHANGE POINTS</u>	<u>TARGETED GROUP</u>	<u>CORRELATED TO SCHOOL GOALS</u>
Raider Roles & Responsibilities - New Teacher Meetings	Blair Haag	Communication	2/26/19	8:00am - 9:00am	1	1	New Teachers	Teacher Quality
MARCH								
Tinkering with Technology	Allison Barton	Teachers will explore a new technology tool to integrate in their classroom each month. Each class will be individualized; however, concepts will build upon each other. Teachers will be required to showcase their technology tool each month.	3/1/19	Entire Month	5	5	Faculty	Teacher Quality (Tech Plan)
Professional Development Survey	Blair Haag	Teachers are asked to complete a PD survey with questions to prepare for next year.	3/1/19	Entire Month	1	1	Faculty	Teacher Quality (Tech Plan)
Raider Roles & Responsibilities - New Teacher Meetings	Blair Haag	Professionalism	3/26/19	8:00am - 9:00am	1	1	New Teachers	Teacher Quality
APRIL								
Raider Roles & Responsibilities - New Teacher Meetings	Blair Haag	Student Achievement	4/30/19	8:00am - 9:00am	1	1	New Teachers	Teacher Quality
MAY								
Raider Roles & Responsibilities - New Teacher Meetings	Blair Haag	Next Year Goals and Data	5/28/19	8:00am - 9:00am	1	1	New Teachers	Teacher Quality

Greenville County School District
Professional Development Areas of Emphasis: 2018-2019

ELA

- Text complexity
- Opinion/argument writing
- Informational writing
- Narrative writing
- Constructing performance assessments
- Formative assessment (with an emphasis on speaking, listening, and questioning)

Science

- Cross-walking the current SC Science Standards with the 2014-2015 SC Science Standards
- Scientific inquiry/inquiry-based learning
- Informational writing
- Constructing performance assessments
- Formative assessment (with an emphasis on speaking, listening, and questioning)

Social Studies

- Opinion/argument writing using primary sources, secondary sources and DBQ's
- Informational writing
- Constructing performance assessments
- Formative assessments (with an emphasis on speaking, listening, and questioning)

Mathematics

- Standards for Mathematical Practice – Implications for instruction
- Standards for Mathematical Content – Topics new to each course and/or grade level
- Constructing performance assessments

World Languages

- Overview of the World Language standards & curriculum
- Linking the communication modes & culture to assessment
- Proficiency levels and the impact on assessment
- Constructing performance assessments

Greenville Senior High Academy of Law, Finance and Business
School Portfolio

ACTION PLAN

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional
1 Academic Goal and 1 Additional Goal Gifted and Talented: Other

PERFORMANCE GOAL: 1 The percentage of HS students scoring A, B, and C on the English I EOCEP will increase from 52% in 2016-17 to 62% in 2022-23.
Per SBE Regulation 43-261, measurable performance goals, written in five-year increments, shall be developed to address the major areas of discrepancy found in the needs assessment in key areas reported in the district and school report cards.
SMART goal must include: WHO will do WHAT, as measured by HOW and WHEN.

INTERIM PERFORMANCE GOAL: The percentage of HS students scoring A, B, and C on the English I EOCEP will increase by 2% annually.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
English I EOCEP SC SDE Website	52% of HS students scoring A, B, and C on English I EOCEP (2016-17)	School Projected	54	56	58	60	62
		School Actual 62					
English I EOCEP SC SDE Website	49% of HS students scoring A, B, and C on English I EOCEP (2016-17)	District Projected *HS only*	52	55	58	61	64

		District Actual 58					
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ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Tutoring session's year-long for all students.	Continuous	EOC Teachers	0	NA	Attendance Logs of Sessions
2. English 1 district benchmark and data analysis by English 1 teachers.	Quarterly	EOC Teachers	0	NA	Benchmark Data and PLC Notes
3. All English 1 teachers participate in a PLC that meets bi-monthly for data driven, standards based instructional planning.	Bi-Monthly	EOC Teachers	0	NA	Meeting Minutes
4. Schedule common planning period for English 1 teachers for data driven, standards based instructional planning	Daily	EOC Teachers	0	NA	Weekly Plans

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional
1 Academic Goal and 1 Additional Goal Gifted and Talented: Other

PERFORMANCE GOAL: 2 The percentage of HS students scoring A, B, and C on the Algebra I EOCEP will increase from 37% in 2016-17 to 47% in 2022-23.

INTERIM PERFORMANCE GOAL: The percentage of HS students scoring A, B, and C on the Algebra I EOCEP will increase by 2% annually.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Algebra I EOCEP SC SDE Website	37 % of HS students scoring A, B, and C on Algebra I EOCEP (2016-17)	School Projected	39	41	43	45	47
		School Actual 37.6					
Algebra I EOCEP SC SDE Website	36% of HS students scoring A, B, and C on Algebra I EOCEP (2016-17)	District Projected	39	42	45	48	51
		District Actual 33					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Tutoring session's year-long for all students.	Continuous	EOC Teachers	0	NA	Attendance Logs of Sessions
2. Algebra 1 district benchmark and data analysis by Algebra 1 teachers.	Quarterly	EOC Teachers	0	NA	Benchmark Data and PLC Notes
3. All Algebra 1 teachers participate in a PLC that meets bi-monthly for data driven, standards based instructional planning.	Bi-Monthly	EOC Teachers	0	NA	Meeting Minutes
4. Schedule common planning period for Algebra 1 teachers for data driven, standards based instructional planning	Daily	EOC Teachers	0	NA	Weekly Plans

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional *1 Academic Goal and 1 Additional Goal* Gifted and Talented: Other

PERFORMANCE GOAL: 3 The percentage of HS students scoring A, B, and C on the Biology EOCEP will increase from 68% in 2016-17 to 78% in 2022-23.

INTERIM PERFORMANCE GOAL: The percentage of HS students scoring A, B, and C on the Biology EOCEP will increase by 2% annually.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Biology EOCEP SC SDE Website	68 % of HS students scoring A, B, and C on Biology EOCEP (2016-17)	School Projected	70	72	74	76	78
		School Actual 53.7%					
Biology EOCEP SC SDE Website	64 % of HS students scoring A, B, and C on Biology EOCEP (2016-17)	District Projected	67	70	73	76	79
		District Actual 53					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Tutoring session's year-long for all students.	Continuous	EOC Teachers	0	NA	Attendance Logs of Sessions
2. Biology 1 district benchmark and data analysis by Biology 1 teachers.	Quarterly	EOC Teachers	0	NA	Benchmark Data and PLC Notes
3. All Biology 1 teachers participate in a PLC that meets bi-monthly for data driven, standards based instructional planning.	Bi-Monthly	EOC Teachers	0	NA	Meeting Minutes
4. Schedule common planning period for Biology 1 teachers for data driven, standards based instructional planning	Daily	EOC Teachers	0	NA	Weekly Plans

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional *1 Academic Goal and 1 Additional Goal* Gifted and Talented: Other

PERFORMANCE GOAL: 4 The percentage of HS students scoring A, B, and C on the US History and the Constitution EOCEP will increase from 54 % in 2016-17 to 64 % in 2022-23.

INTERIM PERFORMANCE GOAL: The percentage of HS students scoring A, B, and C on the US History and the Constitution EOCEP will increase by 2 % annually.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
US History and the Constitution EOCEP SC SDE Website	54 % of HS students scoring A, B, and C on US History EOCEP (2016-17)	School Projected	56	58	60	62	64
		School Actual 53.2					
US History and the Constitution EOCEP SC SDE Website	58 % of HS students scoring A, B, and C on US History EOCEP (2016-17)	District Projected	61	64	67	70	73
		District Actual 60					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Tutoring session's year-long for all students.	Continuous	EOC Teachers	0	NA	Attendance Logs of Sessions
2. US History district benchmark and data analysis by US History teachers.	Quarterly	EOC Teachers	0	NA	Benchmark Data and PLC Notes
3. All US History teachers participate in a PLC that meets bi-monthly for data driven, standards based instructional planning.	Bi-Monthly	EOC Teachers	0	NA	Meeting Minutes
4. Schedule common planning period for US History teachers for data driven, standards based instructional planning	Daily	EOC Teachers	0	NA	Weekly Plans

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional *1 Academic Goal and 1 Additional Goal* Gifted and Talented: Other

PERFORMANCE GOAL: 5 Increase the average ACT Composite Score for the graduating class from 19.6 in 2016-17 to 21.6 in 2022-23.

PERFORMANCE GOAL: 6 Increase the average SAT Composite Score for the graduating class from 1086 in 2016-17 to 1110 in 2022-23.

INTERIM PERFORMANCE GOAL: 5) Annually increase the average ACT Composite Score for the graduating class.

INTERIM PERFORMANCE GOAL: 6) Annually increase the average SAT Composite Score for the graduating class.

ACT Graduating Class Data

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
SC SDE Website	(2016-17) 19.6	School Projected	20	20.4	20.8	21.2	21.6
		School Actual 18.7					
SC SDE Website	(2016-17) 19.4	District Projected	21.0	22.0	22.2	22.4	22.8

		District Actual 18.7					
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SAT Graduating Class Data

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
SC SDE Website	(2016-17) 1086	School Projected	1091	1096	1101	1106	1110
		School Actual 1059					
SC SDE Website	(2016-17) 1089	District Projected	1098	1107	1116	1125	1134
		District Actual 1089					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. School counselors will assist students and parents in choosing appropriate college entrance tests based on courses and post-secondary goals.	Continuous	School Counselors	0	NA	Logs of Meetings and Student Signups for College Entrance Tests, IGP Meetings
2. Test Prep class taught by English and math teachers for college entrance tests.	Continuous	English and Math teacher	0	NA	Master Schedule
3. ACT/SAT Workbooks	Continuous	Media Specialist	\$500	Library Funding	Destiny Records

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional *1 Academic Goal and 1 Additional Goal* Gifted and Talented: Other

PERFORMANCE GOAL: 7 Students will meet or exceed the state and federal accountability standard as measured by the WIN Ready 2 Work Career Readiness Assessment from 2018-19 through 2022-23.

INTERIM PERFORMANCE GOAL: Annually meet or exceed the standard as measured by the WIN Ready 2 Work Career Readiness Assessment.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
SC SDE Website	% of students that scored Level 3 or higher on Applied Mathematics	School Projected	93.0	94.0	95.0	96.0	97.0
		School Actual 92.3					
SC SDE Website	% of students that scored Level 3 or higher on Applied Mathematics	District Projected	94.0	95.0	96.0	97.0	98.0
		District Actual 93.7					

SC SDE Website	% of students that scored Level 3 or higher on Applied Locating Information	School Projected	95.0	96.0	97.0	98.0	99.0
		School Actual 94.2					
SC SDE Website	% of students that scored Level 3 or higher on Locating Information	District Projected	95.0	96.0	97.0	98.0	99.0
		District Actual 94.7					
SC SDE Website	% of students that scored Level 3 or higher on Reading for Information	School Projected	90.0	91.0	92.0	93.0	94.0
		School Actual 89.8					
SC SDE Website	% of students that scored Level 3 or higher on Reading for Information	District Projected	90.0	91.0	92.0	93.0	94.0

		District Actual 89.3					
SC SDE Website	% of students that earned Silver, Gold, or Platinum Ready to Work Credential	School Projected	65.0	66.0	67.0	68.0	69.0
		School Actual 64.3					
SC SDE Website	% of students that earned Silver, Gold, or Platinum Ready to Work Credential	District Projected	68.0	69.0	70.0	71.0	72.0
		District Actual 67.1					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. School counselors will assist students and parents in choosing appropriate college entrance tests based on courses and post-secondary goals.	Continuous	School Counselors	0	NA	Logs of Meetings and Student Signups for College Entrance Tests, IGP Meetings
2. Test Prep class taught by English and math teachers for college entrance tests.	Continuous	English and Math teacher	0	NA	Master Schedule
3. Naviance Career Readiness Training, Job Fair Expo, Career Speakers, and Job Shadowing/Internship Opportunities	Continuous	Guidance, Administration	0	NA	Attendance Logs

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional *1 Academic Goal and 1 Additional Goal* Gifted and Talented: Other

PERFORMANCE GOAL: 8 Annually increase learning outcomes for traditionally underperforming student demographic groups across the performance goals as measured by gap data for each standardized test (Hispanic – Hispanic/Latino, AA - Black/African-American, SWD - Disabled, LEP - Limited English Proficient, SIP - Students in Poverty).

INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
EOCEP English 1 SC SDE Website	37% A, B, C (2016-17)	School Projected Hispanic	39	41	43	45	47
EOCEP English 1 SC SDE Website		School Actual Hispanic 47.5					
EOCEP English 1 SC SDE Website	45% A, B, C (2016-17)	District Projected Hispanic	48	51	54	57	60
EOCEP English 1 SC SDE Website		District Actual Hispanic 53					
EOCEP English 1 SC SDE Website	42% A, B, C (2016-17)	School Projected AA	44	46	48	50	52

EOCEP English 1 SC SDE Website		School Actual AA 60.8					
EOCEP English 1 SC SDE Website	38% A, B, C (2016-17)	District Projected AA	41	44	47	50	53
EOCEP English 1 SC SDE Website		District Actual AA 50					
EOCEP English 1 SC SDE Website	17% A, B, C (2016-17)	School Projected SWD	19	21	23	25	27
EOCEP English 1 SC SDE Website		School Actual SWD 8.1					
EOCEP English 1 SC SDE Website	14% A, B, C (2016-17)	District Projected SWD	17	20	23	26	29
EOCEP English 1 SC SDE Website		District Actual SWD 20					
EOCEP English 1 SC SDE Website	33% A, B, C (2016-17)	School Projected LEP	35	37	39	41	43
EOCEP English 1 SC SDE Website		School Actual LEP 38.6					

EOCEP English 1 SC SDE Website	37% A, B, C (2016-17)	District Projected LEP	40	43	46	49	52
EOCEP English 1 SC SDE Website		District Actual LEP 48					
EOCEP English 1 SC SDE Website	40% A, B, C (2016-17)	School Projected SIP	42	44	46	48	50
EOCEP English 1 SC SDE Website		School Actual SIP 55.2					
EOCEP English 1 SC SDE Website	45% A, B, C (2016-17)	District Projected SIP	48	51	54	57	60
EOCEP English 1 SC SDE Website		District Actual SIP 56					
EOCEP Algebra 1 SC SDE Website	25% A, B, C (2016-17)	School Projected Hispanic	27	29	31	33	35
EOCEP Algebra 1 SC SDE Website		School Actual Hispanic 23.4					
EOCEP Algebra 1 SC SDE Website	37% A, B, C (2016-17)	District Projected Hispanic	40	43	46	49	52

EOCEP Algebra 1 SC SDE Website		District Actual Hispanic 33					
EOCEP Algebra 1 SC SDE Website	24% A, B, C (2016-17)	School Projected AA	26	28	30	32	34
EOCEP Algebra 1 SC SDE Website		School Actual AA 29.5					
EOCEP Algebra 1 SC SDE Website	27% A, B, C (2016-17)	District Projected AA	30	33	36	39	42
EOCEP Algebra 1 SC SDE Website		District Actual AA 24					
EOCEP Algebra 1 SC SDE Website	10% A, B, C (2016-17)	School Projected SWD	12	14	16	18	20
EOCEP Algebra 1 SC SDE Website		School Actual SWD 0					
EOCEP Algebra 1 SC SDE Website	10% A, B, C (2016-17)	District Projected SWD	13	16	19	22	25
EOCEP Algebra 1 SC SDE Website		District Actual SWD 6					

EOCEP Algebra 1 SC SDE Website	22% A, B, C (2016-17)	School Projected LEP	24	26	28	30	32
EOCEP Algebra 1 SC SDE Website		School Actual LEP 18.8					
EOCEP Algebra 1 SC SDE Website	36% A, B, C (2016-17)	District Projected LEP	39	42	45	48	51
EOCEP Algebra 1 SC SDE Website		District Actual LEP 34					
EOCEP Algebra 1 SC SDE Website	25% A, B, C (2016-17)	School Projected SIP	27	29	31	33	35
EOCEP Algebra 1 SC SDE Website		School Actual SIP 28					
EOCEP Algebra 1 SC SDE Website	31% A, B, C (2016-17)	District Projected SIP	34	37	40	43	47
EOCEP Algebra 1 SC SDE Website		District Actual SIP 29					
EOCEP Biology SC SDE Website	44% A, B, C (2016-17)	School Projected Hispanic	46	48	50	52	54

EOCEP Biology SC SDE Website		School Actual Hispanic 27.6					
EOCEP Biology SC SDE Website	47% A, B, C (2016-17)	District Projected Hispanic	50	53	56	59	62
EOCEP Biology SC SDE Website		District Actual Hispanic 35					
EOCEP Biology SC SDE Website	50% A, B, C (2016-17)	School Projected AA	x	x	x	x	x
EOCEP Biology SC SDE Website		School Actual AA 33.9					
EOCEP Biology SC SDE Website	40% A, B, C (2016-17)	District Projected AA	43	46	49	52	55
EOCEP Biology SC SDE Website		District Actual AA 27					
EOCEP Biology SC SDE Website	16% A, B, C (2016-17)	School Projected SWD	18	20	22	24	26
EOCEP Biology SC SDE Website		School Actual SWD 0					

EOCEP Biology SC SDE Website	18% A, B, C (2016-17)	District Projected SWD	21	24	27	30	33
EOCEP Biology SC SDE Website		District Actual SWD 11					
EOCEP Biology SC SDE Website	39% A, B, C (2016-17)	School Projected LEP	41	43	45	47	49
EOCEP Biology SC SDE Website		School Actual LEP 20.3					
EOCEP Biology SC SDE Website	40% A, B, C (2016-17)	District Projected LEP	43	46	49	52	55
EOCEP Biology SC SDE Website		District Actual LEP 31					
EOCEP Biology SC SDE Website	52% A, B, C (2016-17)	School Projected SIP	54	56	58	60	62
EOCEP Biology SC SDE Website		School Actual SIP 34.2					
EOCEP Biology SC SDE Website	48% A, B, C (2016-17)	District Projected SIP	51	54	57	60	63

EOCEP Biology SC SDE Website		District Actual SIP 35					
EOCEP US History and the Constitution SC SDE Website	32% A, B, C (2016-17)	School Projected Hispanic	34	36	38	40	42
EOCEP US History and the Constitution SC SDE Website		School Actual Hispanic 40.6					
EOCEP US History and the Constitution SC SDE Website	42% A, B, C (2016-17)	District Projected Hispanic	45	48	51	54	57
EOCEP US History and the Constitution SC SDE Website		School Actual Hispanic 43					
EOCEP US History and the Constitution SC SDE Website	37% A, B, C (2016-17)	School Projected AA	39	41	43	45	47
EOCEP US History and the Constitution SC SDE Website		School Actual AA 35.8					
EOCEP US History and the Constitution SC SDE Website	34% A, B, C (2016-17)	District Projected AA	37	40	43	46	49
EOCEP US History and the Constitution SC SDE Website		District Actual AA 36					

EOCEP US History and the Constitution SC SDE Website	19% A, B, C (2016-17)	School Projected SWD	21	23	25	27	29
EOCEP US History and the Constitution SC SDE Website		School Actual SWD 13					
EOCEP US History and the Constitution SC SDE Website	24% A, B, C (2016-17)	District Projected SWD	27	30	33	36	39
EOCEP US History and the Constitution SC SDE Website		District Actual SWD 25					
EOCEP US History and the Constitution SC SDE Website	23% A, B, C (2016-17)	School Projected LEP	25	27	29	31	33
EOCEP US History and the Constitution SC SDE Website		School Actual LEP 31.6					
EOCEP US History and the Constitution SC SDE Website	34% A, B, C (2016-17)	District Projected LEP	37	40	43	46	49
EOCEP US History and the Constitution SC SDE Website		District Actual LEP 37					
EOCEP US History and the Constitution SC SDE Website	39% A, B, C (2016-17)	School Projected SIP	41	43	45	47	49

EOCEP US History and the Constitution SC SDE Website		School Actual SIP 37.9					
EOCEP US History and the Constitution SC SDE Website	42% A, B, C (2016-17)	District Projected SIP	45	48	51	54	57
EOCEP US History and the Constitution SC SDE Website		District Actual SIP 42					
ACT Graduating Class	Composite 16.1 (2016-17)	School Projected Hispanic	17.0	18.0	19.0	20.0	21.0
ACT Graduating Class		School Actual Hispanic 16.9					
ACT Graduating Class	Composite 17.6 (2016-17)	District Projected Hispanic	18.0	19.0	20.0	21.0	22.0
ACT Graduating Class		District Actual Hispanic 17.3					
ACT Graduating Class	Composite 16.4 (2016-17)	School Projected AA	17.0	18.0	19.0	20.0	21.0
ACT Graduating Class		School Actual AA 16.0					

ACT Graduating Class	Composite 16.0 (2016-17)	District Projected AA	17.0	18.0	19.0	20.0	21.0
ACT Graduating Class		District Actual AA 15.7					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Tutoring session's year-long for all students.	Continuous	EOC Teachers	0	NA	Attendance Logs of Sessions
2. English 1 district benchmark and data analysis by English 1 teachers.	Quarterly	EOC Teachers	0	NA	Benchmark Data and PLC Notes
3. All English 1 teachers participate in a PLC that meets bi-monthly for data driven, standards based instructional planning.	Bi-Monthly	EOC Teachers	0	NA	Meeting Minutes
4. Schedule common planning period for English 1 teachers for data driven, standards based instructional planning	Daily	EOC Teachers	0	NA	Weekly Plans
5. EL, SpED, Intervention Specialist, Read 180, LanguageLIVE!, Content Recovery and Credit Recover Coursework	Continuous	Specified Teachers	0	NA	Benchmark Data and Pass Rate

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional
1 Academic Goal and 1 Additional Goal Gifted and Talented: Other

PERFORMANCE GOAL: 9 By 2023, Greenville County Schools will achieve and maintain a district graduation rate of at least 90%, a graduation rate of at least 80% in each high school below 80%, and a 90% employability credentialing rate among eligible special needs students.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Graduation Rate	(2016-17) 90	School Projected	≥ 90	≥ 90	≥ 90	≥ 90	≥ 90
		School Actual					
Graduation Rate	(2016-17) 87	District Projected	86	87	88	89	90
		District Actual 84					

Employability Credentialing Rate	Data will be reported in 2020-21	School Projected			TBD	TBD	90
		School Actual					
Employability Credentialing Rate	Data will be reported in 2020-21	District Projected			TBD	TBD	90
		District Actual					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. 9GR lists to determine students currently not on track to graduate in four years, assign to administration, and develop individual plans for acceleration.	Continuous	Administration	0	NA	4 Year Graduation Rate, 9GR Lists
2. Credit Recovery, Content Recovery and the SDP strategically to target students that need alternative means for success.	Continuous	Administration and Teachers	0	NA	Credit Recovery, Content Recovery, SDP

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
3. Intervention Specialist to target specific students to address environmental factors beyond the classroom affecting student performance.	Continuous	Administration and Teachers	0	NA	Interventions and Meeting Logs

Performance Goal Area: <input checked="" type="checkbox"/> Student Achievement* <input type="checkbox"/> Teacher/Administrator Quality* <input type="checkbox"/> School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) <input type="checkbox"/> District Priority <i>Gifted and Talented Requires</i> <input type="checkbox"/> Gifted and Talented: Academic <input type="checkbox"/> Gifted and Talented: Artistic <input type="checkbox"/> Gifted and Talented: Social and Emotional <i>1 Academic Goal and 1 Additional Goal</i> <input type="checkbox"/> Gifted and Talented: Other
PERFORMANCE GOAL: 10 By 2023, increase the percentage of graduates meeting Graduation Plus (G+) requirements (TBD).
INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
PowerSchool, College Reports	Baseline will be established at the end of the 2018-19 school year	School Projected		TBD	TBD	TBD	90%
		School Actual					
PowerSchool, College Reports	Baseline will be established at the end of the 2018-19 school year	School Projected		TBD	TBD	TBD	90%
		School Actual					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Dual Credit, AP, Coursework	Continuous	Guidance	0	NA	PowerSchool Scheduling
2. Increasing vocational certificate opportunities – Magnet Program	Continuous	Guidance and Magnet Coordinator	0	NA	PowerSchool Scheduling

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional
1 Academic Goal and 1 Additional Goal Gifted and Talented: Other

PERFORMANCE GOAL: 11 Annually increase the percentage of 9th graders across every demographic who are on track for graduation at the conclusion of their freshman year (Students are on-track if, at the completion of their initial 9th-grade year, they have completed one-quarter of the credits necessary to graduate, including the completion of English I and Algebra I).

INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
PowerSchool	82	School Projected	84	86	88	90	92
		School Actual 86					
PowerSchool	(2016-17) 74	District Projected	77	81	84	87	90
		District Actual 80					

Students who took Foundations in Algebra in 9th grade, then took Intermediate Algebra in 10th grade were not considered to have completed Algebra I by the conclusion of their freshman year.

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Support Freshman Academy	Continuous	Administration	0	NA	Bi-Weekly FA Meetings and Common Planning
2. Credit Recovery, Content Recovery and the SDP strategically to target students that need alternative means for success.	Continuous	Administration and Teachers	0	NA	Credit Recovery, Content Recovery, SDP
3. Intervention Specialist to target specific students to address environmental factors beyond the classroom affecting student performance.	Continuous	Administration and Teachers	0	NA	Interventions and Meeting Logs

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional *1 Academic Goal and 1 Additional Goal* Gifted and Talented: Other

PERFORMANCE GOAL: 12 Annually increase the percentage of high school Gifted and Talented Academic (GTA) students taking AP courses.

INTERIM PERFORMANCE GOAL: Annually increase the percentage of high school Gifted and Talented Academic (GTA) students taking AP courses.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
PowerSchool	(2016-17) 78.39	School Projected	≥ 80	≥ 80	≥ 80	≥ 80	≥ 80
		School Actual 78					
PowerSchool	(2016-17) 52	District Projected	52	55	58	61	65
		District Actual 51					

The percentage represents the number of high students that are coded A in the GT Qualified field in PowerSchool, coded as AP in the High Achieving field in PowerSchool, and enrolled in one or more AP or IB courses for the current school year out of the total high school students that are coded A in the GT Qualified field in PowrSchool.

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Increasing Gifted and Talented Academic Courses, including AP and Dual Credit.	Continuous	Administration and Guidance	0	NA	PowerSchool Scheduling

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional
1 Academic Goal and 1 Additional Goal Gifted and Talented: Other

PERFORMANCE GOAL: 1 The school will have qualified, diverse teachers (gender and ethnicity) by 2023.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Employment report	Baseline will be established at the end of the 2018-19 school year	School Projected		TBD	TBD	TBD	TBD
		School Actual					
Employment report	Baseline will be established at the end of the 2018-19 school year	District Projected		TBD	TBD	TBD	TBD
		District Actual					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Shining Stars Recruitment	March	Administration	0	NA	Resumes

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional *1 Academic Goal and 1 Additional Goal* Gifted and Talented: Other

PERFORMANCE GOAL: 1 Achieve and maintain a rate of 90% among parents, students, and teachers who agree they feel safe during the school day on the South Carolina Department of Education Survey.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
SC SDE School Report Card Survey	78.6	School Projected Students	≥ 90	≥ 90	≥ 90	≥ 90	≥ 90
		School Actual Students 79.7					
SC SDE School Report Card Survey	96.1	School Projected Teachers	≥ 90	≥ 90	≥ 90	≥ 90	≥ 90
		School Actual Teachers 96					

SC SDE School Report Card Survey	78.8	School Projected Parents	≥ 90	≥ 90	≥ 90	≥ 90	≥ 90
		School Actual Parents 78.6					
SC SDE School Report Card Survey	92	District Projected Students	≥ 90	≥ 90	≥ 90	≥ 90	≥ 90
		District Actual Students 84					
SC SDE School Report Card Survey	98	District Projected Teachers	≥ 90	≥ 90	≥ 90	≥ 90	≥ 90
		District Actual Teachers 97					
SC SDE School Report Card Survey	91	District Projected Parents	≥ 90	≥ 90	≥ 90	≥ 90	≥ 90

		District Actual Parents 88					
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ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Safety Drills, Safety Meetings and Constant Communication with Parents with weekly message	Continuous	Administration and Safety Team	0	NA	Meeting Minutes, Social Media, E-Mail and Phone Blasts

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional *1 Academic Goal and 1 Additional Goal* Gifted and Talented: Other

PERFORMANCE GOAL: 2 The school will proactively address student behavior so the percentage of students recommended for expulsion each year is maintained at less than 1% of the total student population.

PERFORMANCE GOAL: 3 The school will continue to contribute to a safe school environment and positively impact student behavior as indicated by an annual expulsion rate of less than .07 %.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

Percent Recommended for Expulsion

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
ESSA Federal Accountability and SDE School Report Card	(2016-17) 2.88	School Projected	≤1.0	≤1.0	≤1.0	≤1.0	≤1.0
		School Actual 3.41					
ESSA Federal Accountability and SDE School Report Card	(2016-17) 0.7	District Projected	≤1.0	≤1.0	≤1.0	≤1.0	≤1.0

		District Actual 0.8					
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Annual Expulsion Rate

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
ESSA Federal Accountability and SDE School Report Card	(2016-17) .22	School Projected	≤ .07	≤ .07	≤ .07	≤ .07	≤ .07
		School Actual .14					
ESSA Federal Accountability and SDE School Report Card	(2016-17) 0.4	District Projected	≤ .07	≤ .07	≤ .07	≤ .07	≤ .07
		District Actual .04					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Intervention Specialist, SRO, Guidance Support, and Positive Behavior Reinforcement, MTSS	Continuous	Administration, SRO, Intervention Specialist, Guidance, MTSS Team	0	NA	Meeting Minutes, Freshman Academy Positive Referrals, Faculty Meetings, MTSS Reports

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional
1 Academic Goal and 1 Additional Goal Gifted and Talented: Other

PERFORMANCE GOAL: 4 The school will demonstrate a caring environment as indicated by an increase in the percent of secondary students who describe their teacher as caring on the AdvancED Culture and Climate Survey.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
AdvancED Culture & Climate Surveys	46	School Projected	48	50	52	54	56
		School Actual 49					
AdvancED Culture & Climate Surveys	52	District Projected Secondary	54	58	62	66	70
		District Actual Secondary 50					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Intervention Specialist, SRO, Guidance Support, and Positive Behavior Reinforcement, MTSS	Continuous	Administration, SRO, Intervention Specialist, Guidance, MTSS Team	0	NA	Meeting Minutes, Freshman Academy Positive Referrals, Faculty Meetings, MTSS Reports
2. Communication	Continuous	Faculty and Staff	0	NA	Meeting Minutes, Social Media, E-Mail and Phone Blasts, GTV
3. SIC and PTA	Monthly	SIC, PTA and Faculty and Staff	0	NA	SIC and PTA Meetings

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional *1 Academic Goal and 1 Additional Goal* Gifted and Talented: Other

PERFORMANCE GOAL: 5 Achieve and maintain a student attendance rate of 95% or higher.

INTERIM PERFORMANCE GOAL: Maintain an annual student attendance rate of 95% or higher.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
180 th day Attendance Report	(2016-17) 93.6	School Projected	95	95	95	95	95
		School Actual 94.34					
180 th day Attendance Report	(2016-17) 95	District Projected	95	95	95	95	95
		District Actual 95					

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Attendance Clerk, Truancy Report, MTSS, Seat-Time Recovery and Intervention Specialist	Continuous	Administration, Attendance Clerk and Teachers	0	NA	Meeting Logs

Performance Goal Area: Student Achievement* Teacher/Administrator Quality* School Climate (Parent Involvement, Safe and Healthy Schools, etc.)* (* required) District Priority

Gifted and Talented Requires Gifted and Talented: Academic Gifted and Talented: Artistic Gifted and Talented: Social and Emotional
 1 Academic Goal and 1 Additional Goal Gifted and Talented: Other

PERFORMANCE GOAL: 6 The school will create and sustain an environment that supports mental and social/emotional health, as indicated by an annual decrease in the percent of high school students who, on the AdvancED Climate and Culture Survey, report feeling afraid, lonely, or angry while they are at school.

INTERIM PERFORMANCE GOAL: Meet annual targets below.

DATA SOURCE(s):	AVERAGE BASELINE	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
AdvancED Culture & Climate Surveys	Afraid – 7% Lonely – 12% Angry - 17%	School Projected	Afraid ≤ 7 Lonely ≤ 11 Angry ≤ 16	Afraid ≤ 7 Lonely ≤ 11 Angry ≤ 16	Afraid ≤ 6 Lonely ≤ 10 Angry ≤ 15	Afraid ≤ 6 Lonely ≤ 10 Angry ≤ 15	Afraid ≤ 5 Lonely ≤ 10 Angry ≤ 14
		School Actual Afraid – 7% Lonely – 12% Angry – 17%	Afraid ≤ Lonely ≤ Angry ≤	Afraid ≤ Lonely ≤ Angry ≤	Afraid ≤ Lonely ≤ Angry ≤	Afraid ≤ Lonely ≤ Angry ≤	Afraid ≤ Lonely ≤ Angry ≤
AdvancED Culture & Climate Surveys	Afraid – 7% Lonely – 14% Angry 15%	District Projected Secondary	Afraid ≤ 7 Lonely ≤ 13 Angry ≤ 14	Afraid ≤ 7 Lonely ≤ 13 Angry ≤ 14	Afraid ≤ 6 Lonely ≤ 12 Angry ≤ 13	Afraid ≤ 6 Lonely ≤ 12 Angry ≤ 13	Afraid ≤ 5 Lonely ≤ 11 Angry ≤ 12
		District Actual Secondary Afraid – 7% Lonely – 16% Angry – 14%	Afraid ≤ Lonely ≤ Angry ≤	Afraid ≤ Lonely ≤ Angry ≤	Afraid ≤ Lonely ≤ Angry ≤	Afraid ≤ Lonely ≤ Angry ≤	Afraid ≤ Lonely ≤ Angry ≤

ACTION PLAN FOR STRATEGY #1:					EVALUATION
ACTIVITY	TIMELINE (Start and End Dates)	PERSON RESPONSIBLE	ESTIMATED COST	FUNDING SOURCE	INDICATORS OF IMPLEMENTATION
1. Intervention Specialist, SRO, Guidance Support, and Positive Behavior Reinforcement, MTSS	Continuous	Administration, SRO, Intervention Specialist, Guidance, MTSS Team	0	NA	Meeting Minutes, Freshman Academy Positive Referrals, Faculty Meetings, MTSS Reports
2. Communication	Continuous	Faculty and Staff	0	NA	Meeting Minutes, Social Media, E-Mail and Phone Blasts, GTV
3. SIC and PTA	Monthly	SIC, PTA and Faculty and Staff	0	NA	SIC and PTA Meetings